UNITED STATE DISTRICT COURT DISTRICT OF MASSACHUSETTS

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OLGA A. SAHAN, Plaintiff,		
VS.	MAGISTRATE JUDGE DE IN RECEIPT # 66011	
HOME DEPOT U.S.A., Inc., Defendant.) SUMMONS ISSUED LOCAL RULE 4.1	
	COMPLAINT AND WAIVER FORM MCF ISSUED BY DPTY. CLK)
	DEMAND FOR JURY TRIAL DATE \$14105	

Introduction

1. This is a claim by Olga A. Sahan against Home Depot, for unpaid overtime wages in violation of Mass. Gen. L. c. 151, § 1A and the Fair Labor Standards Act, 29 U.S.C. § 201 et seq.; and for discrimination because of her sex (female) by failing to pay her wages that were equal to her male colleagues performing the same or comparable work in violation of Mass. Gen. L. c. 151B §4(1), Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq., Mass. Gen. L. c. 149, §105A (the Massachusetts Equal Pay Act), and 29 U.S.C. § 206(d) (the Federal Equal Pay Act).

Parties

 Plaintiff Olga A. Sahan ("Plaintiff and/or Ms. Sahan") is an adult resident of the Commonwealth of Massachusetts, who resides at 6 Kimball Court, #203, Woburn, MA, Middlesex County. 3. Defendant Home Depot U.S.A., Inc. is a business entity, whose corporate headquarters are located at 2445 Paces Ferry Road, Atlanta, GA.

Jurisdiction

4. Ms. Sahan timely filed a claim under Mass. Gen. L. c. 149, § 148 with the Attorney General, who issued a right to sue letter on May 6, 2005. Ms. Sahan timely filed a charge of discrimination with the Massachusetts Commission Against Discrimination ("MCAD") on April 15, 2005, which was removed on July 18, 2005, in order to file this lawsuit pursuant to Mass. Gen. L. c. 151B, § 9. This Court has original jurisdiction pursuant to both 28 U.S.C. § 1331 based on federal question, and 28 U.S.C. § 1332 based on diversity of citizenship.

Factual Allegations

- Ms. Sahan started working for Home Depot U.S.A., Inc. ("Defendant" or "Home Depot") in July of 1997.
- 6. On or about July 7, 2000, Ms. Sahan was transferred to Home Depot's new EXPO Design Center ("Design Center") and given the position of Kitchen Project Designer.
- 7. When Ms. Sahan was transferred to the Design Center in July 2000, she was earning \$14.75 per hour.
- 8. As Kitchen Project Designer, Ms. Sahan was a non-exempt employee. From the Design Center's opening around August to early December 2000, Ms. Sahan was paid for the overtime that she worked. However, after December, Home Depot rarely paid her overtime even though Ms. Sahan routinely continued to work in excess of 40 hours a week. She often had to take work home, to work most Sundays and to come in on her weekday off. Ms. Sahan was also frequently called by customers, managers and co-

- workers while not in the store. She routinely worked through lunch. The amount of overtime Ms. Sahan worked in this position ranged from approximately 11 hours to approximately 17.5 hours a week.
- 9. During the time Ms. Sahan worked as a Kitchen Project Designer, from July 2000 to April 2003, she received a number of raises, which eventually brought her rate of pay up to \$21.00 an hour in June 2002.
- 10. Many employees routinely, and with management knowledge, worked overtime and were not paid. Ms. Sahan was told to clock in and clock out to make her official time records look like she was working only 40 hours a week, even though her managers knew she was working many more hours. Her managers told her it was against company policy to be working "off the clock." Nevertheless, to get her job done, she had to work in excess of 40 hours a week.
- 11. In July 2000, Robert Sylvestri was hired as a Project Designer in the Design Center, a position that was the same as Ms. Sahan's position. On information and belief, Mr. Sylvestri (who is a man) was earning approximately \$30.00 per hour. In June 2001, Mr. Sylvestri was promoted to Department Supervisor of Design. Upon information and belief, he was earning at least \$30 an hour in that position.
- 12. In April 2003, Ms. Sahan was promoted to Department Supervisor of Design, taking over the position from Mr. Sylvestri. The Department Supervisor of Design position is a non-exempt position. Ms. Sahan was paid on an hourly basis. Ms. Sahan received a \$1.00 raise, bringing her hourly wage up to \$22.00 an hour.
- 13. As Department Supervisor of Design, Ms. Sahan continued to work overtime for which she was not paid. She was required to have her cell phone on when she was not in the

store so that customers, managers, designers and contractors could reach her from approximately 7 a.m. until 9 p.m. on most days. With the full knowledge of management, she continued to take work home in order to meet deadlines. She was still regularly working through or skipping lunch and breaks.

- 14. In May 2003, Craig Sherman, the Department Supervisor of Installations in the Design Center gave his notice and left the company. On information and belief, Mr. Sherman was earning an hourly wage of approximately \$30.00 when he left Home Depot.
- 15. In May 2003, George Kay, District Manager, put Ms. Sahan in charge of the Project Installation Department which Mr. Sherman had been supervising. This was in addition to her continued role as Department Supervisor of Design. She received no raise for this additional responsibility. She was now performing two fulltime jobs, working on average approximately 70 hours a week, yet was only being paid for only 40 hours a week.
- 16. On a few occasions, Ms. Sahan complained to Mr. Kay that she was performing two jobs for an hourly wage far less than that of either one of her male predecessors. In response, Mr. Kay told her that she was doing such a great job that he wanted her to keep both departments. She did not receive a raise for running the two departments.
- 17. In January 2004, the Department Supervisor of Kitchens went on maternity leave and Ms. Sahan was also given the responsibility of this department for the next 12 to 14 weeks. Ms. Sahan was now managing three departments, working even longer hours, but was only compensated for 40 hours a week.

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- 18. Tracy Talbot (Ms. Sahan's direct supervisor) took a leave of absence for about three months in the summer of 2004. Ms. Sahan was assigned to take on her job duties as well as the duties she was already performing.
- 19. In mid-September 2004, the Project Installation Department was restructured and the position of Department Supervisor of Installations was eliminated and a new salaried position was created at the Store Manager level. Ms. Sahan was told that she was not qualified to apply for the position because she was not at an Assistant Manager position, even though she had already performed the job duties required by the new position. The position was given to Paul Owen, a male, and not to Ms. Sahan. Ms. Sahan continued to supervise the Design Room, which was a lower level, hourly wage position.
- 20. In January 2005, Ms. Sahan complained to both her supervisor, Tracy Talbot, and the Store Manager, Bing Yeo, about her rate of pay. Ms. Sahan told both Ms. Talbot and Mr. Yeo that she was paid significantly less than the men who had done the same job before her.
- 21. On February 16, 2005, Home Depot terminated Ms. Sahan's employment.
- 22. Ms. Sahan timely filed a claim under Mass. Gen. L. c. 149, § 151 for failure to pay overtime with the Attorney General, who issued a right to sue letter on May 6, 2005.
- 23. Ms. Sahan timely filed a charge of sex discrimination pursuant to Mass, Gen. L. c. 151B with the MCAD on April 15, 2005. Pursuant to Mass. Gen. L. c. 151B § 9, Ms. Sahan removed her charge from the MCAD on July 18, 2005, in order to file this civil action.

COUNT I

Failure to Pay Overtime in Violation of Mass. Gen. L. c. 151, § 1A

24. Plaintiff repeats and realleges paragraphs 1 through 23 as though fully set forth herein.

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- 25. At all times, Ms. Sahan was a non-exempt employee, entitled to be paid for any hours worked in excess of 40 hours per week at a rate of no less than one-and-one half her regular rate of pay.
- 26. Defendant Home Depot regularly failed to pay Ms. Sahan for hours worked in excess of 40 hours a week while she was employed at Home Depot's EXPO Design Center from January 2001 to February 2005, in violation of Mass. Gen. L. c. 151, § 1A.
- 27. As a result of the conduct alleged, Ms. Sahan has suffered lost compensation, attorneys' fees and costs.

WHEREFORE, Plaintiff prays this Court enter a judgment on Count I above against the Defendants and award her compensatory damages in the amount of her unpaid overtime, triple damages, reasonable attorneys' fees and costs, interest, and such other relief as the Court deems just and proper.

COUNT II

Failure to Pay Overtime in Violation of Fair Labor Standards Act

- 28. Plaintiff repeats and realleges paragraphs 1 through 27 as though fully set forth herein.
- 29. At all times, Ms. Sahan was a non-exempt employee, entitled to be paid for any hours worked in excess of 40 hours per week at a rate of no less than one-and-one half her regular rate of pay.
- 30. Defendant Home Depot regularly failed to pay Ms. Sahan for hours worked in excess of 40 hours a week while she was employed at Home Depot's EXPO Design Center from January 2001 to February 2005, in violation of the Fair Labor Standards Act (FLSA), 29 U.S.C. § 207(a).

- 31. Home Depot either knew, or showed reckless disregard, for whether its conduct in failing to pay overtime was a violation of the FLSA.
- 32. As a result of the conduct alleged, Ms. Sahan has suffered lost compensation, attorneys' fees and costs.

WHEREFORE, Plaintiff prays this Court enter a judgment on Count II above against the Defendants and award her compensatory damages in the amount of her unpaid overtime, an equal amount as liquidated damages, reasonable attorneys' fees and costs, interest, and such other relief as the Court deems just and proper.

COUNT III

Sex Discrimination: Wages (Title VII & Mass. Gen. L. c. 151B, § 4)

- 33. Plaintiff repeats and realleges paragraphs 1 through 32 as though fully set forth herein.
- 34. Defendant Home Depot, discriminated against Ms. Sahan because of her sex (female) by failing to pay her wages that were equal to her male colleagues performing the same or comparable work in violation of Mass. Gen. L. c. 151B §4(1), and in violation of Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.
- 35. As a direct and proximate result of Defendants' discrimination, Ms. Sahan has suffered damages including, but not limited to, lost compensation, emotional distress and attorneys' fees and costs.

WHEREFORE, Plaintiff prays this Court enter a judgment on Count III above against the Defendants and award her compensatory damages, emotional distress damages, punitive damages, attorneys' fees and costs, interest, and such other relief as the Court deems just and proper.

COUNT IV

Massachusetts Equal Pay Act Violation (Mass. Gen. L. c. 149, § 105A)

- 36. Plaintiff repeats and realleges paragraphs 1 through 35 as though fully set forth herein.
- 37. Defendant Home Depot discriminated against Ms. Sahan because of her sex (female) by failing to pay her wages that were equal to her male colleagues performing work of like or comparable character in violation of the Massachusetts Equal Pay Act, Mass. Gen. L. c. 149, §105A.
- 38. As a direct and proximate result of Defendants' discrimination, Ms. Sahan has suffered damages including, but not limited to, lost compensation, attorneys' fees and costs.

WHEREFORE, Plaintiff prays this Court enter a judgment on Count IV above against the Defendants and award her compensatory damages in the amount of her unpaid wages, an equal amount as liquidated damages, attorneys' fees and costs, interest, and such other relief as the Court deems just and proper.

COUNT V

Equal Pay Act Violation (29 U.S.C. § 206(d))

- 39. Ms. Sahan realleges and incorporates by reference paragraphs 1 through 38 above.
- 40. Defendant Home Depot discriminated against Ms. Sahan on the basis of her sex (female) by paying her wages at a rate less than the rate at which it paid wages to male employees for work performed which required equal skill, effort, and responsibility, and was performed under similar working conditions.

- 41. Defendant Home Depot, by failing to pay Ms. Sahan wages that were equal to her male colleagues performing the same work, violated the federal Equal Pay Act, 29 U.S.C. § 206(d).
- 42. As a direct and proximate result of the above described unlawful employment practices, Ms. Sahan sustained a loss of income.

WHEREFORE, Plaintiff requests that this Court enter a judgment on Count IV above against Defendant, and order it to pay to Plaintiff any and all amounts owed to her which have been withheld in violation of 29 U.S.C. § 206(d), an equal amount as liquidated damages, attorneys' fees, costs and interest, and such other relief as the Court deems just and proper.

JURY DEMAND

Plaintiff hereby demands a trial by jury on all counts so triable.

Respectfully submitted, By her attorneys,

Nina Joan Kinhball, BBO #547567

Justine H./Brousseau, BBO #553776

Kimball Brousseau, LLP

One Washington Mall, 14th Floor

Boston, MA (617) 367-9449

Dated: August 4, 2005

UNITED STATES DISTRICT COURT DISTRICT OF MASSACHUSETTS

1.	Title of case (n	ame of first party on each side only)	Sahan v. Home De	epot U.S.	A., Inc.		177				
2.	Category in wh	Category in which the case belongs based upon the numbered nature of suit code listed on the civil cover sheet. (See local									
rule 40.1(a)(1)).											
	I.	160, 410, 470, 535, R.23, REGAR	DLESS OF NATURE OF	SUIT.							
	✓ II.	195, 196, 368, 400, 440, 441-446, 540, 550, 555, 625, 710, 720, 730, *Also complete AO 120 or AO 121 for patent, trademark or copyright cases									
	III.	110, 120, 130, 140, 151, 190, 210, 315, 320, 330, 340, 345, 350, 355, 380, 385, 450, 891.									
	IV.	220, 422, 423, 430, 460, 480, 490, 690, 810, 861-865, 870, 871, 875,		640, 650, 6	66 0 ,						
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3.		per, if any, of related cases. (See local indicate the title and number of the f			rior related cas	se has been fil	ed in this				
4.	Has a prior act	tion between the same parties and ba	ased on the same claim	ever been 1 YES	NO	urt?					
5.	Does the comp	plaint in this case question the const	itutionality of an act of c			blic interest?	(See 28 USC				
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	If so, is the U.S	S.A. or an officer, agent or employee	of the U.S. a party?		<u></u>	ت ا					
)	YES	NO						
6.	Is this case re	quired to be heard and determined by	y a district court of three	judges pu	ırsuant to title	28 USC §2284	?				
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7.	Do <u>all</u> of the pa	arties in this action, excluding gover s ("governmental agencies"), residir	nmental agencies of the	united sta	ites and the Co same division?	ommonwealth ' - (See Local I	of Rule 40.1(d)).				
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	Α.	If yes, in which division do all of	f the non-governmental	parties res	— ide?						
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	В.	If no, in which division do the m residing in Massachusetts resid		r the only	parties, exclud	ling governme	ntal agencies,				
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8.		e of Removal - are there any motions rate sheet identifying the motions)	s pending in the state co	ourt requiri	ng the attentio	n of this Cour	? (If yes,				
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-	TORNEY'S NAM	Mine Jane Kindell Control	d Justine H. Brousse	eau, Esq.							
ADDRESS Kimball Brousseau, LLP, One Washington Mail, 14th Floor, Boston, MA 02108											
TE	LEPHONE NO.	617-367-9449									
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CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM.)

I. (a) PLAINTIFFS		-	DEFENDANTS		1.01
Sahan, Olga A.			Home Depot U.S.	A., Inc.	
(b) County of Residence of First Listed Plaintiff Middlesex County (EXCEPT IN U.S. PLAINTIFF CASES)			NOTE: IN LAND	f First Listed Defendant (IN U.S. PLAINTIFF CASES OF CONDEMNATION CASES, US	
Kimball Brousseau, LLP,	Address, and Telephone Number) One Washington Mall, 14th Floor, 7-367-9449 (see attachment)		Attorneys (If Known)		
	ICTION (Place an "X" in One Box Only)	III. C	ITIZENSHIP OF P	RINCIPAL PARTIES	Place an "X" in One Box for Plaintiff
U.S. Government Plaintiff	(U.S. Government Not a Party)		(For Diversity Cases Only) PT zen of This State	F DEF	and One Box for Defendant) PTF DEF incipal Place
☐ 2 U.S. Government Defendant	■ 4 Diversity (Indicate Citizenship of Parties in Item III)	Citiz	zen of Another State	2	
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IV. NATURE OF SUIT	(Place an "X" in One Box Only)		or engine outsity		
CONTRACT	TORTS		RFEITURITENALTY	BANKRUPTCY	OTHER STATUTES
□ 110 Insurance □ 120 Marine □ 130 Miller Act □ 140 Negotiable Instrument □ 150 Recovery of Overpayment & Enforcement of Judgment □ 151 Medicare Act □ 152 Recovery of Defaulted Student Loans (Excl. Veterans) □ 153 Recovery of Overpayment of Veteran's Benefits □ 160 Stockholders' Suits □ 195 Contract Product Liability □ 196 Franchise ■ REAL PROPERTY □ 210 Land Condemnation □ 220 Foreclosure □ 230 Rent Lease & Ejectment □ 240 Torts to Land □ 245 Tort Product Liability □ 290 All Other Real Property	PERSONAL INJURY 310 Airplane 315 Airplane Product Liability 320 Assault, Libel & Slander 330 Federal Employers' Liability 340 Marine 345 Marine Product Liability 340 Marine 350 Motor Vehicle Product Liability 360 Other Personal Injury CIVIL RIGHTS 341 Voting 442 Employment 443 Housing/ Accommodations 444 Welfare 445 Amer. w/Disabilities - Employment 446 Amer. w/Disabilities - Other 440 Other Civil Rights 362 Personal Injury Med. Malpractice 365 Personal Injury Product Liability Product Liability 368 Asbestos Person Injury Product Liability 370 Other Fraud 371 Truth in Lending 380 Other Fraud 380 Other Fraud Property Damage Product Liability 385 Property Damage Product Liability Sentence Habeas C Trus: Sentence Habeas C Trus: 530 Genea. 530 Death Perinty 540 Variant rus & O 550 On Pights	anal O	610 Agriculture 620 Other Proceed Seizure 625 Dring, toked Seizure 626 Dring, toked Seizure 627 Light Laws 640 R. R. & Truck 640 Arthe Regs. 660 Odelpational 646 Other 640 Labor/Mgmt, Reporting 640 Disclosure Act 640 Railway Labor Act 640 Other Labor Litigation 641 Empl. Ret. Inc. 642 Security Act	□ 422 Appeal 28 USC 158 □ 423 Withdrawal 28 USC 157 PROPERTY RIGHTS □ 820 Copyrights □ 840 Trademark SOCIAL SECURITY □ 861 HIA (1395ff) □ 862 Black Lung (923) □ 863 DIWC/DIWW (405(g)) □ 864 SSID Title XVI □ 865 RSI (405(g)) FEDERAL TAX SUITS □ 870 Taxes (U.S. Plaintiff or Defendant) □ 871 IRS.—Third Party 26 USC 7609	400 State Reapportionment 410 Antitrust 430 Banks and Banking 450 Commerce 460 Deportation 470 Racketeer Influenced and Corrupt Organizations 480 Consumer Credit 490 Cable/Sat TV 810 Selective Service 850 Securities/Commodities/ Exchange 875 Customer Challenge 12 USC 3410 890 Other Statutory Actions 891 Agricultural Acts 892 Economic Stabilization Act 893 Environmental Matters 894 Energy Allocation Act 990 Appeal of Fee Determination Act 900 Appeal of Fee Determination Under Equal Access to Justice 950 Constitutionality of State Statutes
■1 Original □2 R	tate Court Appellate Court Cite the U.S. Civil Statute under which you 29 USC 201 et. seq. (Fair Labor S Brief description of cause:	Red are filing tandard	instated or anoth opened (speci (Do not cite jurisdiction S Act)	al statutes unless diversity):	
	Claim for overtime and sex discrim				
VII. REQUESTED IN COMPLAINT:	UNDER F.R.C.P. 23	ON 1	DEMAND \$	JURY DEMAND	r if demanded in complaint: :
VIII. RELATED CASI	E(S) (See instructions): JUDGE			DOCKET NUMBER	
8/4/05	SIGNATURE OF A		y of record univall		
FOR OFFICE USE ONLY RECEIPT #A	AMOUNT APPLYING IFP		JUDGE _	MAG, JU	DGE

ATTACHMENT

I. (c) attorneys of record

Nina Joan Kimball, Esq. Justine H. Brousseau, Esq.